

Message

From: Delores Larson [Delores Larson] Ex. 6 PII, Delores Larson
Sent: 4/14/2009 7:23:59 PM
To: Susan Flensburg [sflensburg@bbna.com]; enona Wilson/R10/USEPA/US@EPA
Subject: Koliganek Swiss Cheese Manual
Attachments: swiss cheese manual project.pub

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From: Susan Flensburg <sflensburg@bbna.com>
To: "Delores Larson" Ex. 6 PII, Delores Larson Ex. 6 PII, Delores Larson
Sent: Tuesday, January 13, 2009 1:17:27 PM
Subject: Fringe Rate

Hi Delores,

Mandatory deductions (employer share or contribution) have established rates that are published every year and include:

- FICA (social security)
- ESC (unemployment)
- Federal Withholding

Workman's Compensation is also mandatory and considered part of the fringe rate.

Also, I noticed over the years that some grantees list both ESC (state unemployment tax) and FUTA (federal unemployment tax) – if employer pays into ESC they shouldn't be paying into FUTA and vice-versa.

Optional deductions can include annual leave and other benefits (e.g.. health insurance) PROVIDED the employer provides these things (many tribal governments don't because of cost).

Your best bet is to have your administrator provide you the fringe rate.

I'm in so call if you have questions or need assistance.

Sue

Susan L. Flensburg

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